GOVERNMENT OF MYSORE

FOOD, CIVIL SUPPLIES AND LABOUR DEPARTMENT

Labour Dispute.—Industrial Dispute between the workmen and the management of Mysore Industrial and Testing Laboratary, Ltd., Malleswaram, Bangalore-3.

Award of the Additional Industrial Tribunal, Bangalore—published.

Read the following papers :—

Letter No. 1022—70-71, dated 21st/22nd December 1970 from Sri S. T. Kulkarni, Presiding Officer, Additional Industrial Tribunal, Bangalore.

BEFORE THE ADDITIONAL INDUSTRIAL TRIBUNAL, BANGALORE

Dated 21st of December 1970

Present :

Shri S. T. Kulkarni, B.A. (HONS.), LL.B., *Presiding Officer.*

A.I.D. Nos. 27—1968 and 9—1969 and 21—1969

Workmen of Mysore Industrial and Testing Laboratory, Ltd., represented by the Secretary, Industrial and Testing Laboratory Employees' Association, I.T.L. Buildings, Malleswaram, Bangalore-3 .. *I Party.*

vs

The Management of Mysore Industrial and Testing Laboratory, Ltd., Malleswaram, Bangalore-3 *II Party.*

Appearances

For the I Party :—

Sri S. Krishnaiah, Advocate, Bangalore.

For the II Party :—

Sri B. R. Puttananjappa, Hon. Secretary, Mysore State Employers' Association, Bangalore.

AWARD

By No. FCL 460 LLD 68, dated 17th July 1968, the Government of Mysore have referred an Industrial Dispute existing between the Workmen and the Management of Mysore Industrial and Testing Laboratory, Ltd., Malleswaram, Bangalore-3, to this Tribunal for adjudication under Section 10 (2) of the Industrial Disputes Act, 1947 on the following points of dispute :—

" Are the workmen of the I.T.L. (Industrial and Testing Laboratory Limited) Bangalore, justified in making the following demands ?

If not, to what relief are they entitled ?

(1) All the daily rated employees should be made monthly rated.

(2) The workmen should be given the following pay scales, fixation weightage, etc., as noted below :—

(*a*) Unskilled, Watchmen, Attenders, Orderlies, etc.—Rs. 65—6—95—10—145—15—220.

(*b*) Skilled workmen, Carpenters, Fitters, Wiremen, Operators, etc.—Rs. 85—8—125—12—185—17—270.

(*c*) Supervisors, Clerks, Drivers, Typists, etc.—Rs. 105—10—155—14—225—18—315.

(*d*) Fixation—All the workers shall be fixed in the new scales by multiplying the daily basic wages presently drawn by 26 days and fixing them at the appropriate stage of the new pay scales. Where such multiplied number falls in between two stages in the revised scales, the workers shall be fixed in the next higher stage.

(*e*) Operators Posts—Operators posts shall be sanctioned in all deserving cases which are long overdue and they should be given either special grade or additional increments.

(*f*) Additional increments shall be given to such of those who work as Assistants to the Fitters, Assistants

to Firemen and other deserving cases. The Boilermen with Boiler certificates shall be given additional increments and they shall be provided with protective wearings. Those who work on the bottle washing machines shall also be given additional increments.

(*g*) All those employees who have put in one year of service shall be made permanent.

(*h*) Weightage—After the above fixation the workers shall be given the weightage of one increment for every three years of service or part thereof in the revised scales of pay with a minimum of two increments to all the workers.

(*i*) The extra allowance paid to Drivers, Lorry Drivers, Supervisors shall be Rs. 30, Rs. 20 and Rs. 30 respectively and the meals charges shall be Rs. 2 only.

(*j*) The revision of pay scales shall be given with retrospective effect from 1st January 1966.

(*k*) The D.A. shall be increased proportionately in accordance with the Rules as applicable to the Government Industrial concerns in the State and further a portion of D.A. shall be merged in the revised basic pay.

(3) (*a*) The 11 (eleven) employees of the non-spirituous section (packing) shall be paid their wages for 7th June 1966.

(*b*) Wages for the suspension period in the case of Shri Puttaswamy of the Box (Packing) Section from 22nd December 1965 to 26th December 1965 shall be paid

(*c*) Wages for the suspension period in the case of Sri D. S. Sam, should be paid.

(*d*) Wages to the Malt Section Employees for 16th August 1965 shall be paid. Wages of Shri K. Narayana of Malt Section for 11th January 1967 shall be paid.

(*e*) Wages for the Acetate Section Employees for 30th June 1965 and also to the employees of the Ampoules Section shall be paid.

(4) *Leave*.—All workers including the Watchmen, Supervisors and Clerical staff shall be given 30 days P.L. 7 days C.L. per year. Sick Leave of 7 days shall be continued and for the sick leave full benefits shall be given without deducting any benefit that is derived from the E.S.I. In addition to this the workers shall be granted furlough leave as per the Work Service Rules"

2. By No. FCL 1074 LLD 68, dated 9th July 1969 the Government of Mysore have also referred another Industrial Dispute existing between the Workmen and the Management of Mysore Industrial and Testing Laboratory Ltd., Malleswaram, Bangalore-3, to this Tribunal for adjudication under Section 10(1) (d) of the Industrial Disputes Act, 1947 on the following points of Dispute:—

"Whether the workmen of the Mysore Industrial and Testing Laboratory Ltd., Bangalore-3 are justified in demanding amendment to existing Gratuity Rules of the Industrial Establishment as mentioned below or for any other appropriate amendment?

Gratuity Scheme.—The Employees Gratuity Scheme (Rules) shall be amended as follows:

"On Voluntary retirement, or on resignation or on retrenchment or on termination of service of an employee with not less than 5 years of service shall be entitled to the benefit of gratuity of half a month's total wages (including D.A.) for every year of service calculated at the last wages drawn by the employee"

3. By No. FCL 891 LLD 69, dated 6th October 1969 the Government of Mysore have also referred a third Industrial Dispute existing between the Workmen and the Management of Mysore Industrial and Testing Laboratory Ltd., Malleswaram, Bangalore-3 to this Tribunal for adjudication under Section 10(1) (d) of the Industrial Disputes Act, 1947 on the following points of dispute:—

"Whether the Workmen of the Mysore Industrial and Testing Laboratory Limited, Bangalore-3 are entitled for payment of profit sharing bonus at the rate of 20 per cent of their total emoluments as per the provi-

(*m*) The lease would be determined if the lessee fails to commence effective mining operations within one year from the date of execution of Lease Deed.

(*n*) The area mentioned above is subject to verification after actual survey;

(*o*) Local and other cesses: as prevalent in District.

[No. CI 230 EMO 70.]

S. PUTTAIAH,
Under Secy

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